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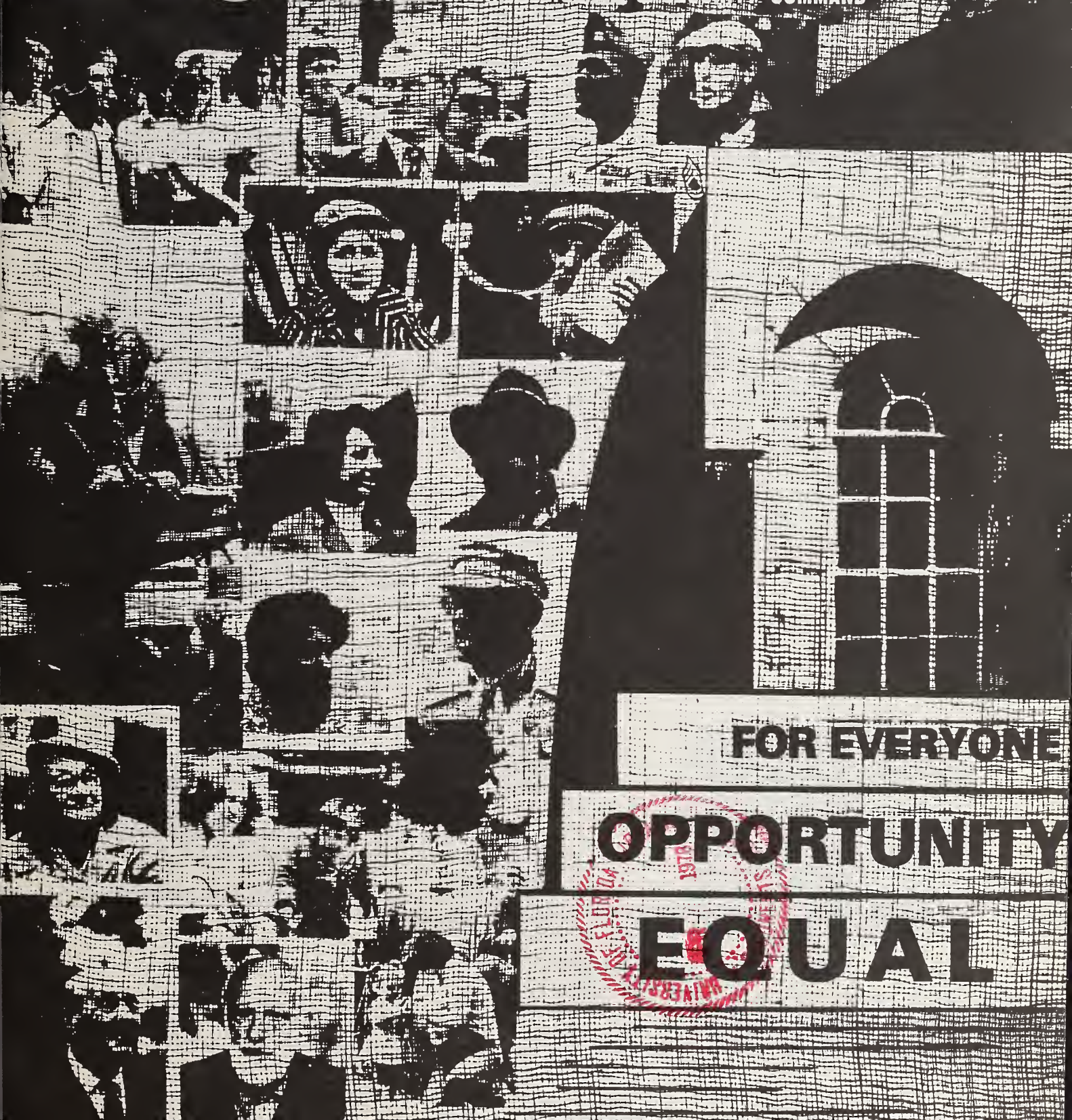
# Journal

OF THE U.S. ARMY INTELLIGENCE & SECURITY COMMAND

FEB./MAR. 1978

VOLUME 1

NUMBER 5



FOR EVERYONE

OPPORTUNITY

EQUAL



# UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND

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# Viewpoint

Involvement...Equality...Respect...Interaction...Communications...Opportunity...big, meaningful, involved words...words we each use many times when talking about being nondiscriminatory.

We use the words, we mouth the phrases, we go to human relations/equal opportunity lectures...but somewhere along the way, our best intentions, our philosophies aren't necessarily reflected in our actions.

How often do we find ourselves stereotyping people by race, sex or ethnic background? How often do we "relate" to another person, but only on the surface? How often do we categorize people by what they eat, where they live, how they dress or with whom they associate? How often do we read more into a situation than actually exists?

Simple questions...answers we'd sometimes rather not face. Too often we categorize people by what we think or want to see, not by what really is there. Too often emotions get in the way of judgement. No matter what excuses are used, or what reasoning is given, these suppositions are a form of discrimination.

Fact is fact...fact is proof...fact is the actual commitment of an act. Discrimination is taking an outward circumstance, appearance or rumor and letting our imaginations add to, alter or delete the facts and then conjure up a new image.

Often we find ourselves relying on the standard phrases to answer a question--phrases like: "That's the way it's always been." "Don't rock the boat." "Some races just can't be trusted." Or do we find ourselves agreeing with a person in private only to disagree in public because "otherwise my career might be hurt." We look for excuses...we fail to face reality...we cop out.

Discrimination is a disease...it eats away at the mainstream of a person's emotional and psychological being...it devours a person's rationale and influences his decisions.

Human relations/equal opportunity officers can lecture us on the perils of discrimination; ministers can plead with us not to practice its evils; but only we can begin to correct its abuses. There is only that rare individual, without some form of discrimination.

When we admit that discrimination exists not only in others but in ourselves as well, we have begun to take the steps necessary to overcome its consequences. In order for us to provide, promote or even believe in equality for all persons no matter their sex, race or ethnic background, we must first realize and acknowledge our own inadequacies, our own failures.

Then we must encounter and confront discrimination. And finally, we must make changes in our own personal feelings. We must change our attitudes...we must look on other individuals for what and who they are, not what we think them to be.

Discrimination is a disease. It can be cured. The cure probably won't be immediate...it may be painful...but it can happen.

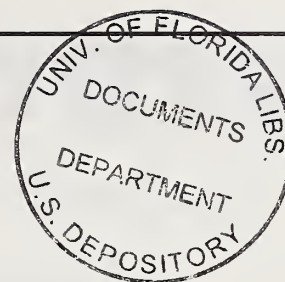


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# THIS MONTH

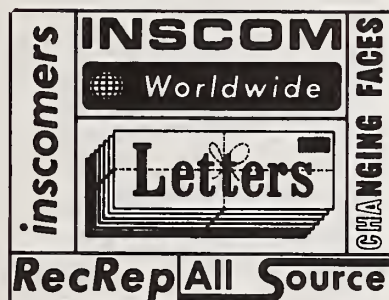


Five members of the command lost their lives recently in an air crash in Turkey... baseball great Hank Aaron visited Arlington Hall Station... Augsburg military police members conquered the new SQT. Unit news and sports information begins on **Page 2**.



The doors of equality are beginning to open for all members of the command. Through a series of local and command programs, military personnel are learning that HR/EO is more than classroom lectures and rapping sessions. Turn to **Page 9** to see how the concept works in INSCOM.

A member of the 18th MI Battalion has been selected as the 66th MI Group's Soldier of the Year. Read SP5 Mueller's "Esprit de Corps" article on **Page 20**.



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**COVER:** Many people are knocking at equal opportunity's door and inside a variety of programs and assistance awaits them. This month *The Journal* begins a two-part series on military and civilian equal opportunity programs within the command. Cover graphics by Mary Day. Back cover by Ron Crabtree.





## Air Crash Claims Lives Of 5 INSCOM Members

**TUSLOG DET 4** ... Five INSCOM personnel stationed here were killed Jan. 20, when their US military transport plane crashed in a mountainous area five miles east of Sorgun in the Kulluk Mountains.

Killed were Majors Tommy R. Smith, pilot, James R. Smith, S1, and Paul G. Schlude, comptroller; Chief Warrant Officer James D. Thompson, pilot, and Private First Class Walter J. Pen-

chikowski, who was reporting to the unit.

The airplane was on a routine flight from Istanbul to Sinop when it crashed.

The US Army Intelligence and Security Command Benefit Association (USAINS-COMBA) has provided a minimal gratuity to the nearest survivor of each victim. Additionally, each dependent child of the deceased is eligible for up to \$4000 while pursuing an education beyond the high school level.

During an appearance at INSCOM's headquarters, Aaron said it was people like Dr. King who made his career in baseball possible and exciting.

"I had it bad coming up from the South and trying to break into ball, but sometimes we all tend to forget about what other people had to go through just so we could get the opportunity."

Aaron, who came to Arlington Hall under the sponsorship of the US Army Garrison and the post chapel, drew large crowds and many questions concerning his years as a ball player.

When queried about the advancement of civil rights and black players in the sports world, Aaron commented, "I've seen some changes in the program in pro sports, but not as much as there should be. We still have no black managers or black ownerships."

## Prayer Meal Attended by 250 at AHS

**ARLINGTON HALL STATION** ... Nearly 250 persons attended the National Prayer Breakfast, Jan. 24, here. Those attending were from Headquarters INSCOM, as well as from elements of the Defense Intelligence Agency. Principal speaker was Dr. James E. Johnson, who is dean of Union University in Los Angeles.

The main theme of Dr. Johnson's address was the need to express love and respect for each other. Master Sergeant Michael Miller from the US Army Chorus offered several songs, and the benediction was

given by Chaplain (Colonel) Richard W. Mansur, command and post chaplain.

Dr. Johnson, an ex-Marine, was under secretary of the Navy from 1971 to 1973 and is an international director of the Full Gospel Businessmen's Fellowship.

## Baseball Great Honors King

**ARLINGTON HALL STATION** ... "Too often we forget about the people who are responsible for our accomplishments," remarked sports star Hank Aaron during recent ceremonies honoring civil rights leader Dr. Martin Luther King Jr.



Baseball star Hank Aaron talks with INSCOMers during a visit to the Arlington Hall Station Recreation Center. (US Army Photo by SP5 Doug Smiley)

"In pro football, I would like to see more black quarterbacks," he continued. "And the biggest gap still exists in the economic structure."

When asked his philosophy on life, Aaron said, "If you want something bad enough, then you have to fight a little harder to get it."

"But you can only get the most out of other human beings by treating them right."

## Dining Halls Win Awards

**ARLINGTON HALL STATION** ... Two INSCOM dining facilities have been selected to compete in the annual Philip A. Connelly Award for excellence in food service.

Representing INSCOM in the large unit category will be the US Army Field Station Augsburg Gablingen Kaserne. Vint Hill Farms Station's consolidated dining facility has been tapped to represent the command in the small unit category.

## Augsburg MPs Conquer SQT

**FIELD STATION AUGSBURG** ... "MP SQT" is not an abbreviation you come across every day. But for about 30 soldiers here it meant a whole lot after finishing an intensive "on-hands test" as part of the new Military Policeman's Skill Qualification Test.

The SQT is taking the place of the "old, dusty MOS test," and at least for some here the substitution is for the better. MP Specialist 4 Larry P. Brooks voiced the sentiment of his fellow test-takers when he said, "All in all the SQT is good—it narrows the

field down on what you are being tested."

There are three stages to the SQT—weapons firing and qualification, the hands-on test, and a written exam. All had already qualified for the firing, and the Augsburg MPs were the first to grapple with the practical testing. The written test was given in the latter part of January.

The 30 or so soldiers came from Service Company and from the 502d USA Intelligence and Security Battalion. In early February, field station MP counterparts in the Schleswig area began undergoing the SQT testing.

One of the problems the MPs ran into was locating equipment on which to train for the practical tests! Ingenuity and persistence paid off as they rounded up the "resources"—jeeps, radios and the like—from other field station sources.

Another problem area was the tape and film provided for the training. According to Sergeant Michael R. Manoogian, the film part was a bit confusing and the colors not as accurate as they could be. All, however, seemed to feel that the SQT is a fair way to find out what a soldier can do at his or her skill level.

## 66th Develops CLEC Concept For Germany

**66TH MI GROUP** ... A unique development in military law enforcement in USAREUR has surfaced in Augsburg, thanks to a planning group spearheaded by the special agent in charge of the Augsburg Field Office, Special Operations Detachment, 66th MI Group.

The plan brought about the establishment of the Community Law Enforcement Center (CLEC) and the physical relocation in November 1977 of all US Army investigative agencies in Augsburg into one building at the Sheridan Kaserne. Previously, the agencies had been housed in three widely scattered kasernes in the community.

Thus, Augsburg became the first military community in USAREUR to house military police, military police investigations, military police customs, criminal investigation detach-

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Specialist Four Larry P. Brooks, Service CO at FS Augsburg, checks out mechanical deficiencies of a jeep. The inspection is part of the newly-instituted SQT for military police. (US Army Photo by SP5 Marsha Wilson)



—CLEC cont.

ments and counterintelligence under one roof.

Because of the presence of major units of VII Corps Artillery at Sheridan, the physical move places the law enforcement agencies in the immediate vicinity of the commanders they support. The relocation was also particularly advantageous to the Augsburg Field Office since it can now provide counterintelligence support not only to the largest concentration of INSCOM troops in Europe but also to major combat units from a centralized location.

## Augsburg MPs Take First Aid

### FIELD STATION AUGSBURG

... A cooperative effort by Field Station Augsburg and the 236th Medical Detachment "Dust-Off" recently provided a refresher course in first aid for new military police personnel.

The two-day session included training films, text and practical experience. It was instructed by Sergeant First Class Owings of the 236th.



Members of FS Augsburg's military police brush up on their first aid training techniques using fellow MPs as their "victims." (US Army Photo by SP5 Marsha M. Wilson)

## Augsburg SP4 Earns \$\$\$ For MOS Suggestion

Suggestions do pay!

A former INSCOMer who was stationed at US Army Field Station Augsburg recently received \$1,180 for her suggestion concerning proper utilization of personnel in the 98G/05H military occupational specialties.

Savings resulting from implementation of the suggestion, submitted by the former Specialist 4

Melanie Rae Kahleck, amounted to \$96,000 during the first year.

Her suggestion entailed the utilization of personnel trained in the 05H MOS (intelligence interceptor) to operate in positions formerly held only by personnel trained as a 98G (voice interceptor).

Specialist 4 Kahleck left the service in 1977 and is now residing in Minnesota.

## C CO Wins ReUp Trophy

### FIELD STATION OKINAWA

... "In a nutshell, our goal is to ensure that we are talking to every soldier at all times."

That philosophy applied by members of a career development council, according to First Sergeant Robert D. Reichert, is the reason FS Okinawa's C Com-

pany won the field station's 1977 Reenlistment Trophy.

Appointed to the council are first line supervisors who have recently reenlisted and are considered careerists. These people ensure that all soldiers within their sections are kept informed on every aspect of Army life and their individual jobs. That way, "they (the soldiers) know the Army before they receive career counseling," 1SG Reichert emphasizes.

A year before the soldier is scheduled to leave the service, he goes on a career counseling list and is advised about reenlistment by his committee member. And, eight months prior to his ETS, the paperwork is started.

## BG Malanowski Visits Det 4

**TUSLOG DET 4** ... The Army's deputy chief of chaplains, Brigadier General Thaddeus F. Malanowski, recently visited INSCOMers stationed at TUSLOG Det 4.

Following an orientation briefing and tour of operational facilities, BG Malanowski spent time observing handicrafts being made in the craft shop.



Santa Claus (PFC Chuck Lundquist) listens to Christmas wishes from Japanese children.

# Orphans Enjoy FS-Sponsored Fun and Games

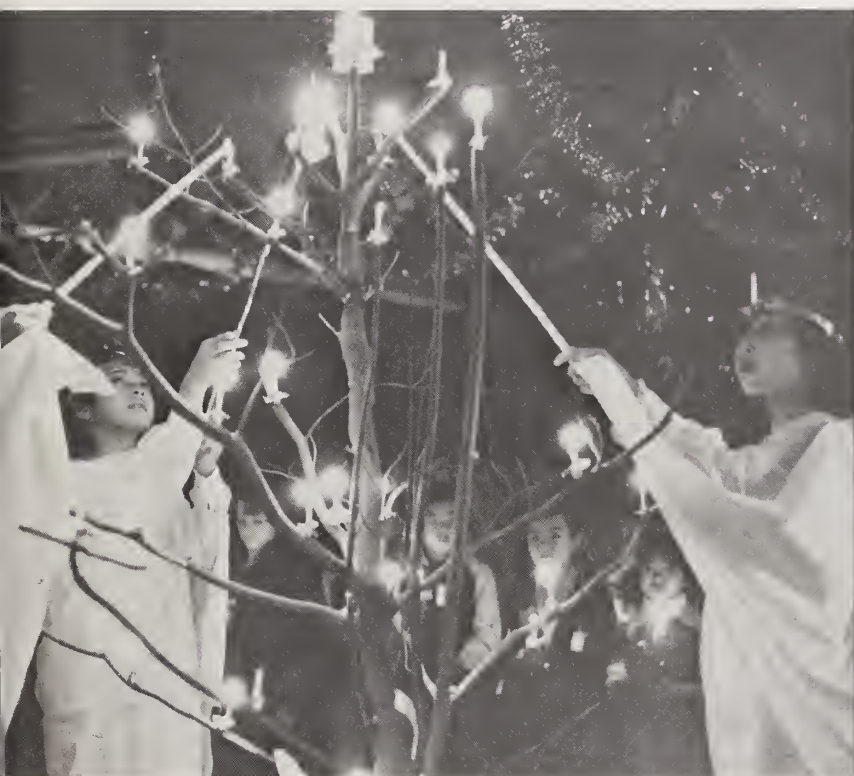
## FIELD STATION MISAWA...

The spirit of Christmas was definitely in the air at the Akebono Gakuen Orphanage this past December 18th. That was when members of FS Misawa, led by Sergeant Vicky Lemasters, organized a Christmas celebration for all 62 of the children at the orphanage who range from 2 to 16 years of age.

The festivities began with the presentation of a Christmas tree and ornaments, courtesy of the Army Women of Misawa. After decorating the tree, the children marveled at the illusions and tricks of magician Specialist Neil Robinson.

But the entertainment didn't come entirely from field station personnel. The children entertained with traditional rituals of the holiday season including a candle lighting ceremonies and Japanese songs and dances. Also performed were skits illustrating Japanese and Western culture children stories. An unexpected

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Japanese children observe local customs during candle-lighting ceremony.



Children from the Akebono Gakuen Orphanage entertain field station personnel



treat for the INSCOMers was a group of girls who pantomimed American recording stars.

Finally, the man of the season, Santa Claus, played by Private First Class Chuck Lundquist, appeared and presented stockings and gifts to all the children.

It was difficult to determine who had the most fun, the orphans or the field station members, but one thing was certain; for everyone involved the event proved to be a happy and exciting occasion.

## Misawa Third In Fund Drive

**FIELD STATION MISAWA ...** INSCOMers at FS Misawa contributed almost 80,000 yen in 1977 to Japan's nationwide Red Feather Campaign which resulted in a third place in total contributions among the 26 military and private organizations involved in the campaign.

This was the 25th year of participation in the campaign for US Forces at Misawa Air Base whose total contributions for 1977 matched the previous year's of over one million yen.

## Beall Wins HR/EO Award

**FIELD STATION MISAWA ...** Sergeant First Class Jackie H. Beall was recently honored as the third quarter human goals award recipient at US Army Field Station Misawa.

Sergeant First Class Beall was cited for his active involvement in the Misawa Air Base Community, including the Conroy Youth Center, instruction in woodworking crafts, participation in the Veterans of Foreign Wars junior olympics and as a family service volunteer.

Additionally, SFC Beall served as the unit's drug and alcohol

advisor, making himself available to the field station community on a 24-hour day basis.

In the citation accompanying the award, the sergeant, who left FS Misawa just prior to his selection, was lauded for his initiative, perseverance and dedication to helping people of all ages to make the Misawa community "a better and more enjoyable place to work and live."

## 500th MI GP Provides Intel For IX Corps

**500TH MI GROUP, JAPAN ...** While braving vigorous winds and rains that capsized nearly 800 tents, members of the 500th MI Group combat intelligence support team (CIST) provided all source intelligence support during a recent IX Corps exercise in Hawaii.

In preparing for the exercise, CIST members participated to the fullest extent in IX Corps training in order to develop a sound working relationship with corps personnel and to ensure a high state of individual readiness.

When the advance party left from Japan, Sergeant First Class Marvin Scales and Staff Sergeant Sharp accompanied the group. They not only helped to set up tents and prepare for the main body's arrival but also prepared the all source center to be used by CIST.

CIST's normal mission, which was performed during the exercise, is to deploy with the IX Corps whenever necessary and to provide augmentation to the G2 staff. Additionally, they functioned as liaison with on-site intelligence collection agencies until such time as intelligence units are assigned or attached to IX Corps.

## CZ Group Tours Canal

**470TH MI GROUP ...** Key personnel from the 470th MI Group attended a special briefing and tour of the Panama Canal operations recently.

The program included a time lapse film of a canal transit, the observation of a ship passing through the locks, a tour of the locks' control house, as well as a courtesy visit to the Information Office and the Administration Building.

The tour of the canal facilities will be offered again in January as part of the group's orientation program.

## Senators Visit 470th Mlers

**470TH MI GROUP ...** Members of the 470th Military Intelligence Group, Canal Zone, played host on Jan. 6, to three members from the US Senate.

The Honorables Howard Baker of Tennessee, Barry Goldwater of Arizona and Jack Garn from Utah toured the group's facilities and received a briefing on activities dealing with US-Panama relations.

Following the official events, the three met informally with members of the unit from their home states.

## Scuba Time In Panama

**470TH MI GROUP ...** Personnel from the multi-discipline, all source 470th Military Intelligence Group are learning a new sport in their off-duty time—SCUBA.



Several members of the group, including Lieutenant Colonel Thomas N. Sherburne, commander; Lieutenant Shelley Bennett and Staff Sergeant Robert Jones, have recently graduated from the Professional Association of Diving Instructors, basic open water SCUBA course.

The four-week intensive training course encompasses medical aspects of diving, diving physics, physiology, first aid, decompression and equipment handling.

Open water dives are done at Portobelo, Republic of Panama, which is well known for its unusual reef formations and spectacular tropical fish.

Teaching the course is Major Bill McQuary, commander of Detachment B, 470th MI GP.



Personnel and dependents from the 470th MI Group gather for a carolling session during unit's Christmas party.



The 470th's Santa Claus listens to wishful requests from children of civilian and military personnel from the group.

## Party a Hit With Kids And Adults

**470TH MI GROUP . . .** Although there wasn't any snow among the palm trees, and tropical temperatures prevailed, the Christmas spirit still pervaded INSCOM's 470th MI Group.

A Christmas party for children of the group's personnel featured clowns and Panamanian dancers as well as Ole Saint Nick.

Bachelors of the 470th were not forgotten either. A party in the dayroom boasted of snacks, appropriate music and some good old-fashion carolling.

## Coming Next Month

**Details on INSCOM's  
First Annual Photo,  
Essay & Graphics  
Contest**



## Sporting Fever Hits In Variety of Areas

Despite battering winds, heavy snowfalls and chilly temperatures which cover most of the world, INSCOMers are participating in a variety of sporting activities.

At Field Station Augsburg, Captain McCaskill recently received the Run for Your Life 1,000 mile patch. The captain is the first person at the field station to achieve the award.

Also at the field station, a "super star" contest is brewing with competition scheduled in different events each month. Every individual assigned or attached to the field station is eligible to participate in the annual contest and the one with the highest accumulated score will receive the trophy.

Basketball action is in full swing at Augsburg with the 1st Operations Battalion currently leading the intramural league. In women's basketball, it's the 502d team out in front.

Over in Munich at the 66th MI Group, competition is continuing for the Commander's Sports Trophy. A flag football tournament and one in racquetball have already been held and more activities are planned.

The 66th MI team was victorious against the 18th MI Bn by a 36-8 score in the football competition. Most valuable player trophy went to Marc Holland of the 18th MI Bn.

The day after Thanksgiving proved a disaster for the non-commissioned officers at Field Station Korea.

In FS Korea's annual turkey bowl, the NCOs hoped to avenge

their earlier loss to the officers but left the field with a 26-6 defeat.

One INSCOMer has added another twist to recreation. Sergeant Wayne S. Boyd of the 470th MI Group in the Canal Zone has taken the Army's new physical fitness and weight control program very seriously.

When SGT Boyd began a supervised weight control program over two months ago, he was 78 pounds over the maximum weight allowed by the regs.

Today, he is well within the weight standards and the pride of the 470th. The sergeant used no special tricks, diets or drugs...just moderate portions of food at mealtimes and plenty of exercise.

And on an official note, any request received for military support to the Olympic events must be referred, through channels, to the assistant secretary of defense (public affairs) for consideration.



Sergeant Wayne Boyd shows with pride the size he was and the way he look now.

## Profile Wins Third in Ware Awards

*The Augsburg Profile* has added another accomplishment to its long list of recent awards.

The unit newspaper, published at US Army Field Station Augsburg, recently received third place honors in the mimeograph/multilith category of the 1977 Keith L. Ware Awards.

Editor of the paper during the time of competition was Sergeant Georgia L. Seitz.

The Ware award, given by the Department of the Army, recognizes unit newspapers displaying excellence in format, design and content.

Last year, *The Profile* took first place in the annual honors.

## Fun in Sun Reunion Set For May 5, 6

Calling all Floridians retired from the former Army Security Agency ... it's annual reunion time!

For two days of fishing, tennis, golf, bridge and good eats, make your reservations now.

Cocoa Beach, FL, is the location, and details are available through Lieutenant Colonel (Ret) Taylor Stidham, 40 W. Via de la Reina, Merritt Island, FL 32952.

Last year 148 people, mostly from Florida but some from as far away as Washington State and the Canal Zone, attended the annual gathering which is open to all former ASAers.



INSCOM members, through a series of military and civilian programs, are opening the doors of equal opportunity in the command.

The military effort, termed the human relations/equal opportunity program, is headed by Marvin Zumwalt and guided by an affirmative action plan. The plan, which has gathered high praise and recognition from the Department of the Army level, gives details on what actions are to be taken, who is responsible and what results are required for success.

Additionally, annual attitude surveys are conducted with strong emphasis on equal opportunity problem areas. Last year's survey indicated very little racism within INSCOM units but a great deal of sexism, according to Zumwalt. This year's survey is currently underway.

The survey guides INSCOM personnel in setting up their unit and command programs, pointing the topics in the right direction and working on particular problem areas.

The HR/EO programs are tailored to each unit: its capabilities, problems and strengths. The local environment and culture also play a significant part in the program. To assist commanders in conducting the HR/EO effort, there are over 20 full and part time school-trained officers, NCOs and civilians. The command spends over \$250,000 annually on HR/EO programs.

The headquarters HR/EO office supplies information and packets on ethnic observances, such as black history material mailed for February, in addition to material on discrimination and its effects. Future programs are planned on sexism and inter-relationships among people. Additionally, this year \$16,000 has been given to field units to conduct other helpful programs on HR/EO themes.

For civilians, there is the equal employment opportunity program, headed by Carl Thorpe. Also available are a Federal Women's Program coordinator, a Spanish-speaking coordinator and equal opportunity counselors to assist each member of the command.

The key to both programs is the headquarters or local unit commander. Without that person's support, neither program can succeed.

To find out how the programs work, what successes have been reached and what problems lie ahead, the *Journal* staff "went to the field" and asked HR/EO and EEO representatives to submit articles on their programs. This month's issue centers on the military program; the April issue will carry information on the civilian side.



*Opening*

*Opportunity's*

*Door*



# up date

## Race Problems Still Exist After 30 Years

by LT Michael J. Gregory  
HR/EO Officer  
FS Berlin

Nearly three decades have passed since President Harry S. Truman signed executive order 9981 calling for integration in the armed forces and an end to discrimination against all soldiers for reason of race, color or creed.

Today, nearly 30 years after that order was signed, the different races and ethnic groups in the Army are still far apart in some respects. Despite the Army's massive efforts to ensure total equality and achieve racial harmony, serious problems remain.

The Army began addressing the problems seriously in the mid-1960's and today, most Army element and installation has an active race relations program; but racial tensions haven't disappeared.

Discriminatory practices in job assignments and training and in advancement by minority soldiers existed for many years after the order was signed. Blacks and other minority group members were looked upon as poor soldiers.

Few efforts were made to understand the cultural and social differences between races and ethnic groups. The civil rights activities of the early 1960's and the black awareness movement later in the decade signaled the Army to intensify its race relations efforts.

The first formal affirmative actions plan (AAP) was initiated in 1972 and included a racial awareness program (RAP) designed to promote understanding of cultural and social differences between races. Minority group and ethnic histories were included in the internal information programs of the Army.

And, starting three years ago, racial seminars were conducted Army-wide as part of RAP. Soldiers of all racial and ethnic groups confronted each other in roundtable discussions—often in anger and heated debate.

The Army completed the RAP in 1975. Since then, the greatest change has been to decentralize the program with emphasis on chain of command involvement.

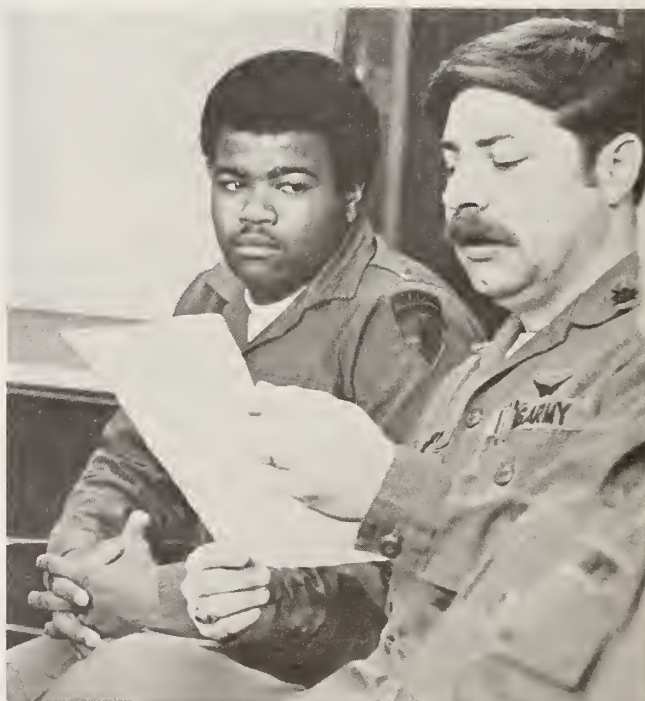
When we implemented the program in 1972, we made some fundamental mistakes. For all the criticism and pressure to make the chain of command work, commanders and supervisors were left on the outside looking in. We required the leaders and supervisors to support a program without really educating them to the problem; hence, the chain of command was often perceived as being a part of the problem rather than as part of the solution.

Race relation teams were staffed predominately by minorities; and as a result, many whites and some commanders saw these teams as performing make-work jobs or conducting minority pacification programs.

However, even with all the criticism, we did score some success under RAP. If you were around before the Army intensified its program, you'll recall that we didn't even admit that we had a problem. RAP made us talk about racial and sexual problems with each other and it made us aware of our ethnic and cultural differences.

If the program is to become more viable, we will have to continue to emphasize chain of command involvement in every facet of the program whether it is training or ensuring equal opportunity.

More emphasis is also needed on affirmative action and explaining what they are all about. There is growing sentiment against affirmative action because it is perceived as preferential treatment or a system of reverse discrimination. This sentiment seems to be based on the paradox of a program designed to ensure equality of opportunity and af-



Lieutenant Michael J. Gregory, HR/EO officer at Field Station Berlin shares new program emphasis with members of his council.



firmative action plans which are race and sex conscious, and training which emphasizes differences when we are trying to create a harmonious atmosphere.

Personally, I believe there is a danger in wanting to emphasize commonalities rather than differences. The fact of the matter is, we are not all alike, we don't have the same hopes, fears and aspirations. Those differences are what makes this country so exciting. We all don't believe the same thing.

If we are going to create an atmosphere of true equality of opportunity or fair treatment for all

people, then it is the differences which we must remember and be aware of. While we have commonalities, let those commonalities not be presumed but discovered through communication and interpersonal relationships.

When we establish procedures, policies and practices to ensure fair treatment, then we must be race and sex conscious and take these factors into consideration.

A true atmosphere of fair treatment will not exist "regardless of race, color, creed, sex, age or national origin"—but will be created in view of these facts.

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## The Words Sound Real Nice But Are Actions Reflective?

by CW2 Milton Ortiz Jr.  
Equal Opportunity Officer

Equal Opportunity . . . sounds nice. The Army's two-fold program . . . its goals and methods of administration . . . is spelled out in AR 600-21.

But how does it *really* work? Better yet, does it *really* work? The answer—Yes!

The "how" varies with the situation.

Take, for instance, the program existing at US Army Field Station Korea.

First, as with anything else, you need command support, not just command emphasis. The field station commander, Lieutenant Colonel Michael Schneider, is actually involved, not only on paper but through participation in equal opportunity functions. This is extremely important because if the commander and key supervisors are not involved, no one else will be either.

Next is staffing. There are an officer and a non-commissioned officer at the field station level and a unit representative in each company. Whenever possible, these personnel are either school trained or graduates of a discussion leaders course.

By now the question is, "How about the program?" It is of the ongoing training type. There is an initial five-hour block, with an additional one-hour per month minimum thereafter.

The initial five-hour block is a combination of lecture, seminar and field trip. It is similar to a newcomer's briefing, except the intent is to better Korean/American relationships; therefore, the title—Korean Culture Class.

In it, personnel are informed of DoD, DA, EUSA and local policies. Next, a synopsis of Ko-

rean history, customs and culture is given so that the newly arrived personnel will better understand their hosts. Finally, the group is taken into a local town to experience first hand what they heard in the classroom.

After completion of the introductory block, training is accomplished in monthly sessions. Because of the 24-hour-a-day mission at FS Korea, the monthly training is accomplished within the individual sections.

Discussion seminars, guest speakers, EO movies and field trips are some of the methods utilized. This allows EO topics and discussions to be centered around the needs of the different work areas, thus making it more personal and involving the maximum number of personnel.

In addition to the monthly training sessions, periodic displays and functions centering on different ethnic groups are held at the field stations, the library and the mess hall. Displays of books dealing with ethnic groups are provided by the library to coincide with the periodic ethnic functions, and the mess hall serves a weekly ethnic meal.

"Ok, it seems like the program would work, but how do you know?"

A good yardstick to measure the effectiveness of an equal opportunity program would be the number of complaints and incidents experienced.

During the past year, Field Station Korea has not experienced a single incident or received a single complaint. This can be attributed to two things: First, the program here really works; and second, the people really do care.

## Dances to Lectures

# Local Community Adds Spark to Okinawa Program

For the past two years, the human relations/equal opportunity office at US Army Field Station Okinawa has put heavy emphasis on Okinawan-American relations through involvement in local social affairs, community activities and educational classes.

Training at the unit, under the direction of Staff Sergeant Vernon Tapley, HR/EO NCO, and Captain William Sylvester, HR/EO officer, includes Okinawan customs and traditions. Mr. Isami Fuchaku presents some of this instruction, assisted by Mr. Shinki Kuniyoski, both civilian personnel at the unit.

In January, the HR/EO office sponsored a traditional Japanese New Year's celebration with over 60 Torii personnel in attendance. Traditional Okinawan dances, depicted at left, and local foods, as well as expressions of wishes for the upcoming year highlighted the event.

Future programs will feature professors from the University of the Ryukyus, drama and dance performances and a number of environmental community affairs.



(US Army Photos by SP5 Nancy Cahill Helms and SP4 Mark Place)



The program at FS Okinawa is a success, SSG Tapley believes, because of the overwhelmingly strong support provided by the local commander. "When a commander demands excellence, excellence is what you give. The bottom line of the program is the amount of support received from the commander as well as the amount of support and assistance given to the commander."

Included in the unit's program are counselling, quarterly visits/inspections, reenlistments, education, disciplinary actions and a number of unique training subjects and techniques. However, SSG Tapley points out, the overall success of the program belongs to the

personnel assigned to Torii Station, "because they are so interested in eradicating prejudice and discriminatory treatment."

In addition to the training programs, surveys have been used at the station to measure perceptions and potential problem areas or areas that need corrective measures. The information obtained from the surveys is not just filed away but reviewed by the commander, distributed to company commanders, used in HR/EO training and compared with the surveys conducted by Department of Army and INSCOM.

But primary to SSG Tapley in his work as HR/EO NCO is personal contact with other unit members as shown on the bottom of page 12.

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## Like a One-Man Band, SSG Talley Makes Myriad of Programs Work

by SP5 Alex Robenson III

For Staff Sergeant Raymond Talley, his job as NCOIC of Field Station Augsburg's human relations/equal opportunity office is sometimes as hectic as that of a one-man band with a hundred cities to tour in half as many days.

Somehow, though, he manages to find time to make the office's myriad programs work, as he trains incoming personnel, advises commanders and acts as liaison and teacher for a variety of day-to-day dealings within the field station.

In his role as teacher, SSG Talley instructs all incoming personnel shortly after they arrive at Field Station Augsburg. During a two-day mini class, the NCO discusses the history and philosophy of minorities, their unique social problems and the advantages to be shared by all in the understanding and respecting of each other as human beings.

Speaking frankly before both officers and enlisted, SSG Talley explains his role this way: "Basically, I'm here to provide racial awareness; to inform everyone of each other's cultural heritage and how they can try to understand and respect each other.

"In the process, a person's culture may be exposed so he or she can see a situation in light of the facts," the sergeant continues. "I try to give the group an idea of how all cultures and races should harmoniously interact with other for society's good."

From July 1976 to December 1977, some 1109 soldiers received SSG Talley's training.

Following the 2-day, 12-hour training session, unit commanders at FS Augsburg assume the primary HR/EO role with their troops.

"This gives the commanders the opportunity to get involved with their personnel, rather than sending them to us for training," SSG Talley explains.

One other training job is left to the HR/EO office, however, that of advising commanders in their affirmative action plans (AAP). According to SSG Talley, the field station receives guidance from INSCOM headquarters on the plan and then the directives are passed from the field station HR/EO office to subordinate units.

In his visits to various units within the field station, all areas of the organization come under scrutiny by SSG Talley, as he and the commander compare notes, overhaul methods and generally get everyone on the "same sheet of music."

But what about the AAP? Is it just another set of Army initials? Not according to SSG Talley.

"The AAP is an additional management tool used to get qualified women and minorities into positions from which they previously have been isolated," he emphasizes. "It's a way to rid an organization of institutional racism."

And, SSG Talley is quick to remind commanders, the AAP should be used as an everyday tool, not just something pulled from the shelf before the quarterly reports.

The third of the HR/EO officer's major programs requires him to be part peacemaker and

—cont. next page

—Talley cont.

part detective. In some instances as adviser to the commander, and on occasion to the individual soldier, SSG Talley accepts the responsibility to hand out accurate information in his field.

As mediator or referee, the sergeant has had calls for assistance in matters both large and small. Most ideas have been from people who lack the knowledge to deal with a certain situation.

The calls have ranged from "How come I wasn't given the NCOIC job? I'm a woman and an E5 but they gave the job to a male who's an E4?" to "What do I do, I've never had a female lieutenant as an executive officer before."

Field Station Augsburg's chain of command remains active in the program in various ways. Commanders, according to SSG Talley, are closer to their soldiers' information programs and are

thus ensuring that ethnic holidays observed by the military receive adequate attention and notice.

"It's another way that commanders can demonstrate their awareness of the minority presence," SSG Talley observes.

What may be most important to the lower ranking soldiers is the increased participation of officers in the programs now. As more and more soldiers of higher ranks become involved in the training portion of human relations and equal opportunity, enlisted men are thinking of HR/EO less and less as a "sham program," the sergeant relates.

"Meeting the quotas for training attendance doesn't come easy," SSG Talley adds, "but it sure comes easier when you have the command's full backing."

## At Tuslog Det 4

# HR/EO Barometer Looking Good

The human relations program at TUSLOG Det 4 "is working well," according to unit officials who cite no racial incidents in the past 12 months as a barometer.

Community involvement, ethnic observances and regular meetings of the race relations/equal opportunity council are among the factors leading to the program's success.

Both a boys' and a girls' orphanage are sponsored by the field station members and during the past year numerous trips to both have occurred for the purpose of sharing time and love.

During the Christmas holidays, children were invited to the site for ice cream, cake and movies, and money donated by detachment personnel was used

to purchase wood for the winter season and socks for the children.

On the athletic side, a Turkish workforce basketball team has been organized to compete with the US military teams.

An example of ethnic celebrations is the recent Dr. Martin L. King activities. A special church service, including a film based on the accomplishments of Dr.



Specialist 4 Kathy Anderson, Captain John Bynns and Chaplain McGuire organize games for children from the girl's orphanage during a recent monthly outing. (US Army Photo)



King, a southern style dinner and a black disco were held for the detachment personnel.

Personnel, noted for their extensive contributions to the Sinop program, include Chaplains (Majors) Robert M. Deady and Karl A. Kulo; Captain Paul F. Nelepovitz; Lieutenants Keith K. Kalman and William H. Rymer III; Sergeants First Class Dewane M. Pelan and Bill Kennard; Staff Sergeants Paul S. Cunningham and John J. Wendland; Sergeants Mike Windham, Harold Statton and Ron Morris; Specialist 5 Walt Holmes; Specialist 4 Richard Bumblis, and Donna Brady, Pat Flynn, Tom Snyder, Helen Freeze and Mrs. Steven Suich.



Human relations sometimes means helping with orphanage parties as this TUSLOG Det 4 member is doing. (US Army Photo)

At US Army Field Station San Antonio, command emphasis and personnel support play primary roles in the success of the unit's human relations/equal opportunity program.

The command structure at any military installation very often determines the success or failure of the program. Through their support the idea of equal opportunity can become a reality.

It is essential that the human relations/equal opportunity NCO develops a sound and honest working relationship with the command. His job is to make the unit a better place for all assigned personnel and to constantly improve the workings of the chain of command.

The command at FS San Antonio? It's the best in the world, especially in the areas of affirmative actions and race relations classes.

Next to command support, the most important thing is good and dependable help. Working with other members of the HR/EO staff on upcoming projects and classes takes a lot of time and effort.

The program here has been going on since 1972, and it is important that we offer new materials and ideas in class. And we must always be sincere in our approach towards people.

In the field of human relations, it is important to be able to rap with all the staff elements. Reenlistment is very important to the younger soldier and to myself, as well. When it comes time to re-up, the career counselor can be of great help. Traditionally, minorities and females have been grouped in certain career fields. It is people like Staff Sergeant Paul V. Green, here at FS San Antonio, who help destroy these old patterns of discrimination and strive for equal opportunity.

## Command Support Key Factor in Program Success

by SSG Lewis F. Baker  
HR/EO NCOIC

Another situation which can be very difficult and often traumatic is processing into a new station. A kind word and helpful hints can brighten a person's day.

This is the time when I explain the working of the HR/EO office, the equal opportunity representatives and the chain-of-command to the new arrival. People tend to feel more relaxed in a station if they know where to go to get help and when they know someone cares about them as an individual.

Equal opportunity representatives play a major role in the equal opportunity program. They act as an on-the-spot source of aid. In working with the soldier, they must be available both night and day.

EO reps also weed out problems that can be solved by the immediate supervisor and don't need to be brought to the attention of the HR/EO NCO or officer. A good equal opportunity team is a valuable asset.

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—Support cont.

Many people question the value of human relations classes. Establishing rapport and communications among members of the class is one of the initial objectives of the instructors. This is done by creating a relaxed atmosphere, defining some useful terms and having class members participate in one or two enjoyable class exercises.

Giving some real content and substance to the classes is what jells everything together. Concepts of how people can more effectively interact and understand each other is utmost in our minds. Interaction brings about understanding; and understanding "self" is the first step in learning compassion for others.

We, in the program, realize we cannot change anyone; change is an internal process. We can attempt to add new material, discuss old data and clear up misconceptions and stereotypes, thereby giving the individual additional information by which to make decisions or draw conclusions.

Working in the community, another part of the HR/EO program, is a very rewarding experience. However, it can backfire if you take on the attitude that you are doing someone a favor by offering your assistance.

Specialist 4 Jones has spent many hours at the St. Peter's and St. Joseph's Childrens Home. His attitude is exactly that which is needed to make community projects successful. He loves the work and the people he assists.

Many other personnel, who have either PCSed or ETSed from the field station, spent over 50 hours of their time last summer in community projects. They included Sergeants Mike Lopez, and Carrol Mitchell (now a second lieutenant), and Specialists 4 Terry Baller, Betsy Barton, James Bowen, Barbara Nacelewicz and James Anderson.

The type of dedication displayed by these people not only improves military relations with

## Community Involvement

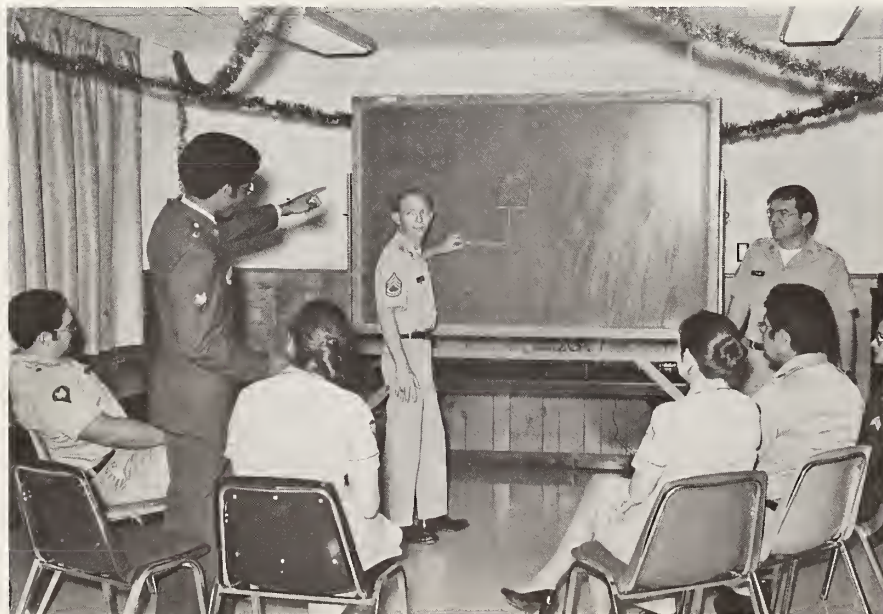
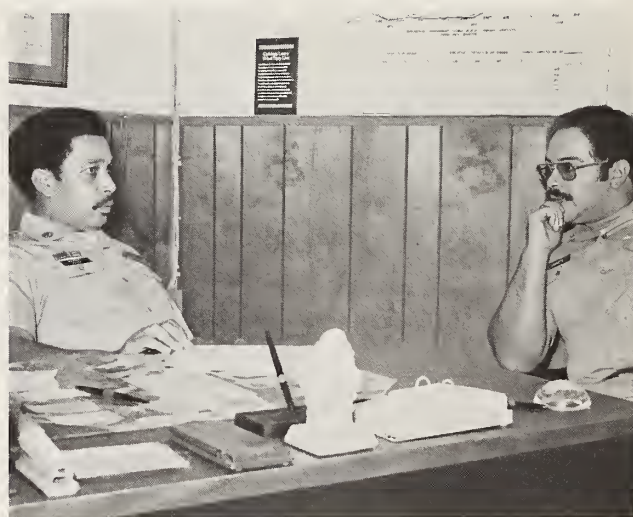
### Effective Leaders

### Command Support

the community but also gives people renewed faith in the human race.

In my spare time, I work with Mission Lodge #499 as youth committee chairman, the Order of the Elks, South Antonio Chamber of Commerce on the youth committee and the Black Unity Coordinating Council which works with drug and alcohol problems in the community.

Being a human relations/equal opportunity NCO has its good and bad times; but without question if I had the choice to make now as I did in March of 1972, I would go race relations/equal opportunity ALL THE WAY.



Human relations classes (left) are a valuable means of one and two way communications and sometimes, the instructor like Sergeant John M. Zikos, standing at right, steps back and listens. Above, Staff Sergeant Lewis Baker talks about community projects with Specialist 4 Greg Jones who is actively involved in childrens homes in the area.



Executive seminars, staff visits, HR/EO council meetings and community assistance form the basis for the human relations/equal opportunity program at INSCOM's 66th Military Intelligence Group.

The executive seminars, held on a periodic basis, bring the commander, primary staff officers and subordinate commanders together to discuss, review and evaluate the progress of the group's HR/EO program. These meetings, according to group officials, create an excellent forum for restating program goals and objectives as well as establishing action guidance plans.

The HR/EO councils meet monthly, bringing together a cross section of people from various ranks and ethnic and cultural backgrounds. Problems are discussed; and the problems, with suggested recommendations, are then acted on by the headquarters company commander who is a member of the council.

## Community Assistance Major Emphasis of 66th MI Program

On a quarterly basis, HR/EO staff members travel to the group's major subordinate commands and assist in the on-going efforts of the units. Focus is on encouraging functional HR/EO programs which will be of use to the individual members and the unit as a whole.

Major emphasis of the 66th's human relations program centers on community assistance. And, although the Munich community maintains a separate HR/EO office, members from the group work

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Staff Sergeant Edward Williams raps with Specialist 5 Joseph E. Sunthimer of the group's resource management section (above). Below left, Sergeant First Class Arnold Ramires watches as the Munich American High School principal, Joe Bressler, accepts a \$500 scholarship award from the Munich Latino Club. At right, Marie Bailey and the Latin Swingers pose with Jose Garcia (top row, far right) and Sergeant First Class Carmen Longo (bottom row, far left), the Munich community Hispanic coordinator. (US Army Photos)





... 66th Program cont.

closely in monitoring off-post environment and supporting the total program.

Recently, the 66th MI Group combined the HR/EO and Federal Women's Program (FWP) resources with the Organizational Effectiveness Staff Office (OESO). Management of all existing human resource related programs in an effective manner is the concept behind the reorganization.

Individual work is done by members of the group in several areas.

Sergeant First Class Arnold Ramirez serves as president of the Munich Latino Club, expanding the community's awareness through effective lead-

ership. In September, the club hosted a Latino Fiesta, featuring Mexican cuisine and live Latino entertainment.

During the fiesta, SFC Ramirez made two monetary presentations to the community on behalf of the club: one was a \$500 scholarship award to the Munich American High School, and the other, a \$200 check to the Munich nursery.

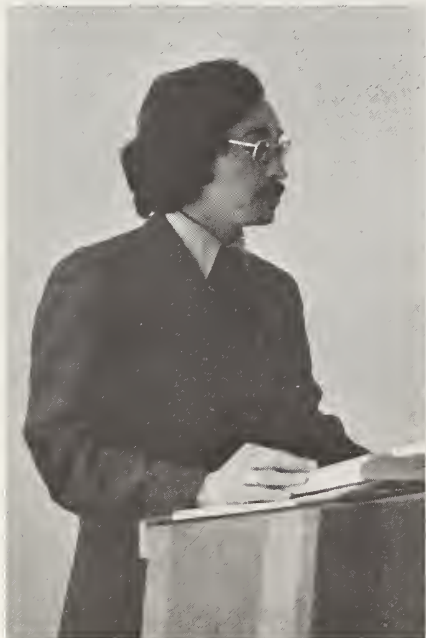
Jose Garcia, a member of the 66th MI Group before the Oct. 1, 1977, reorganization, serves as president of the Federation of Latino American Clubs-Europe (FLAC). The federation was organized under his leadership to unite the Hispanic social clubs in Europe and expand cultural awareness.

Garcia has been active in conducting and directing activities such as the National Hispanic Heritage Week in Munich and consulting with General George S. Blanchard, CINCUSAREUR, on Hispanic problems and solutions.

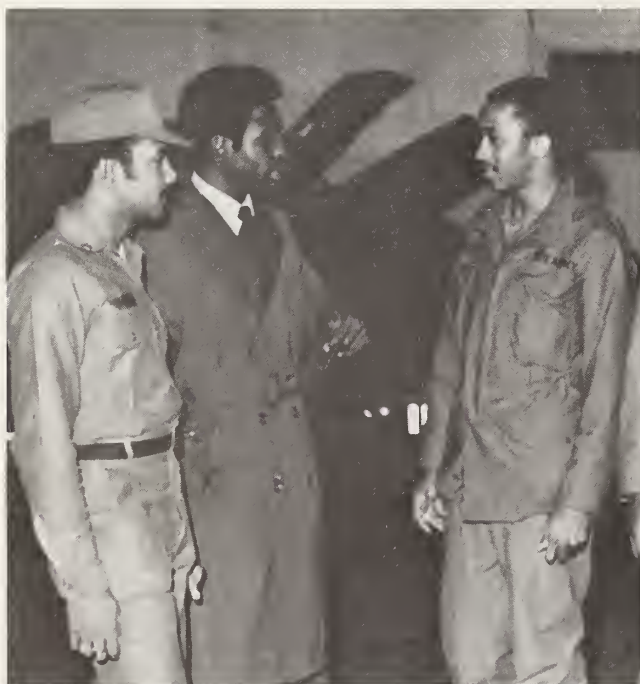
He also represented the US Army, Europe, and the federation at the American G.I. Forum Convention.

A third group member, Sergeant First Class Carmen Longo has also been actively promoting Hispanic cultural awareness in the local community. An example of his work was the production of the Intercultural Exchange Children's Festival in Munich conducted in coordination with the German Cowboy Club.

Staffing the HR/EO program at the 66th MI Group are Staff Sergeants Edward Williams, the NCOIC, Raymond Farmer and Brenda S. Marvin.



Jose Garcia, president of Europe's Latin American Clubs, delivers a lecture on community activities (left). Below, Staff Sergeant Raymond Farmer, second from left, discusses contemporary issues and unit irritants with Privates First Class Sherman S. Yarde and David Dorsey. (US Army Photos)



## CONUS MI Group Draws on Resources Of All Services

In fulfilling the goal of producing a viable program, the human relations office of INSCOM's CONUS Military Intelligence Group, FT Meade, MD, draws upon the vast resources of all the services—and adds a few twists of its own.

One such effort was an open house for civilian and military supervisors. This was a "getting to know you" event, and it provided a chance for supervisors at all levels to meet and exchange viewpoints in an informal atmosphere. The successful open house prompted plans for another event to be held in the near future.



Mainsprings of the human relations/equal opportunity office are Sergeant First Class George Stallard and Sergeant Dennis Newbill—two highly trained and enthusiastic advocates of their programs. Both men completed courses at the Defense Race Relations Institute.

The HR/EO training follows Army regulations and the INSCOM Affirmative Action Plan. The two non-coms offer training instruction and conduct the required quarterly training in race relations. Plans are now underway to supplement—on a voluntary basis—the training with Saturday discussion groups, which will feature films or guest lecturers during an informal rap session.

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## Relief Fund Drive Begins This Month

The annual Army Emergency Relief Fund Campaign begins March 1 and continues through July 1.

Dedicated to helping the Army take care of its own people, AER provides commanders with a handy and valuable asset to assist Army members, both active and retired, and their dependents in times of stress and misfortune through emergency financial assistance.

Look for information on the fund drive in your local unit.

## Carter Order Revamps Intel Organizations

President Carter, on Jan. 24, signed an executive order designed to reorganize US intelligence services and establish new regulations for the various intelligence agencies.

The order designates Central Intelligence Agency Director Stansfield Turner as the overseer of these agencies, such as the National Security Agency and the Pentagon intelligence services, which dwarf the CIA in budget as well as personnel.

According to administration officials, each agency will continue to regulate its own operations and analyses of raw data. However, Turner has been granted the authority to formulate intelligence missions as well as make budgetary decisions.

The document also contains restrictions on intelligence agencies relating to covert activities, electronic counterespionage, and surveillance of American citizens and resident aliens. In addition, it empowers the Attorney General to oversee compliance with federal laws concerning all activities of the intelligence agencies.

President Carter, in signing the order, lauded the "professionalism and competence" of the intelligence community as a whole.

One member of INSCOM's US Army Operational Group has held the rank of staff sergeant, chief warrant officer, and captain during the last 28 months.

Was this the result of a mistake by the personnel office or part of the promotion scheme for some foreign army? No, it's just an example of what hard work and determination can do for a soldier who knows he has the capability, knowledge and skills necessary for today's officer corps.

In 1974, then-SSG Donald A. Driscoll applied for the Warrant Officer Program and was appointed in November 1975 while he was assigned to Detachment N of the 500th MI Group.

Shortly thereafter, Warrant Officer Driscoll was assigned to HQ USAINTA and returned to the States as an area intelligence technician.

In August of 1977, the warrant officer applied for a commission in the Army Reserve and active duty status. While he was

## SGT to CAPT In 28 Months

waiting for his paperwork to be processed, he received word that he had been promoted to Chief Warrant Officer 2.

The year 1978 proved to be even better for Mr. Driscoll, for on January 8 he was administered his oath; the application for commission had been approved!

But the INSCOMer wasn't ready to quit. He already has made plans to apply for indefinite active duty status and a regular Army commission. And, he is working towards his master's degree at George Washington University, Washington, DC.

At Captain Driscoll's current rate of achievement, E-6 to O-3 in 28 months, can you imagine what his rank could be by 1980?

# inscomers

## Mueller Is Soldier of Year



by SSG Robert H. Allen

"Esprit de corps," defined by Webster is: "a sense of union and of common interests and responsibilities, as developed among a group of persons associated together." Specialist 5 Elizabeth N. Mueller, assigned to the 18th Military Intelligence Battalion, Munich, added her personal feelings to that definition during the recent soldier of the year board held by the 66th Military Intelligence Group in Munich, Germany.

Also competing from units within the 66th MI Group were Specialist 5 Robert F. Karge, Det C, 2d MI Bn; Specialist 4 Kathey L. Atchley, HHC, 66th MI Gp; Specialist 5 Steven J. Lund, 165th MI Bn; Specialist 4 Rickey R. Brossman, Det M, 201st ASA Co; and Specialist 4 Joseph Sakosky, 511th MI Bn.

Names of the runner-up and winner were kept a closely guarded secret until the annual soldier of the year banquet held that evening.

Before an anxious audience, Command Sergeant Major John F. Dunford, announced that the runner-up was SP4 Brossman; and that SP5 Mueller was the winner of the annual award. Colonel Darrell R. Arena, deputy group commander made the presentation.

## "ESPRIT DE CORPS"

by Elizabeth N. Mueller

During the Relief Expedition to Peking in 1900, First Lieutenant Charles P. Summerall ran forward, under fire and marked a large "X" on the gates of Peking for his artillery men to aim at. This incident is just one of many in history exemplifying Esprit de corps.

Esprit de corps is the common spirit of devotion and enthusiasm prevailing in a unit. It promotes a desire among the members to protect the honor and the good name of the unit. The presence of esprit de corps is an indication of good leadership and a cohesive unit. Whereas morale refers to the attitude of the individual soldier, esprit de corps is the total unit spirit.

When the going gets rough, such as during war time, it is easy to distinguish units with esprit de corps from those lacking it. There are also indicators which appear in peacetime, such as the strong competitive spirit shown by a good marching unit; or in physical training, when the unit strives for maximum points on the PT test, rather than being content just to pass. Another indicator is pride in the traditions and history of the unit, having respect for what others have done, the unit motto, or the unit scarf, working to keep the high standards already set. A readiness to help one another indicates esprit de corps, as when a unit works together to pass an AGI. Other indicators are the reputation a unit holds, how other units regard it, and a high reenlistment rate.

In my own experience I have felt esprit de corps in several instances. For example, when everyone had to run 2 miles in 17 minutes by April 1977. We ran in formation and helped each other stay together. Even when the women found out we only had to do it in 19 minutes, we still tried to meet the 17 minute goal so that the unit could finish as one. During the AGI everyone helped each other with personal layouts, and we worked together to get the office in top shape to pass the inspection. Why? Because we are proud of our unit, and we want everyone to see that.

Esprit de corps is a command responsibility; however, it is also the responsibility of each individual soldier to keep it high. With that "X" which 1LT Summerall marked on the gates of Peking he not only contributed to the esprit de corps at that time but for ever after with his words, which became the units' motto, "Train your guns on me, boys."





The 470th Military Intelligence Group, located in the Canal Zone, is one of INSCOM's four multi-discipline intelligence units, playing a vital role in this command's intelligence and security mission.

Presently in direct support of the 193d Infantry Brigade and USSOUTHCOM, the 470th provides support in the form of intelligence collection (SIGINT, HUMINT and TAREX) and operational counterintelligence (CI operations, SIGSEC, technical and non-technical services, CI investigations and CI security support, including cryptofacility inspections).

The 470th MI Group, although not always under that designation, has been in the Canal Zone since July 1944 and is predicated by Army intelligence elements established in the Zone in 1921.

Established on July 12, 1944, as the 470th Counterintelligence Corps Detachment, the unit was located at Quarry Heights. It was not until 1958 that the unit was moved to FT Amador, its present location.

On Sept. 14, 1964, the unit was redesignated the 470th Intelligence Corps Group and assigned three units: the 508th Intelligence Corps Detachment (Infantry Brigade) at FT Amador, the 610th Intelligence Corps Detachment and the 471st Intelligence Corps Detachment.

The 610th, at one time attached to 8th Special Forces Group (Airborne) at FT Gulick in the Canal Zone, was deactivated in December of 1974 and reactivated in 1977 when it was assigned directly to the 193d Infantry Brigade.

Attached to the US Army Antilles Command, FT Brooke, Puerto Rico, the 471st was redesignated the 771st Military Intelligence Detachment (Counterintelligence) in March of 1967. In September of that year, the unit was detached from the 470th and reassigned to the US Army Intelligence Command.

The 470th Intelligence Corps Group was redesignated the 470th Military Intelligence Group on Oct. 15, 1966, and remained in that configuration until the Canal Zone Field Office (CZFO) was formed largely from 470th personnel and placed under the 902d MI Group at FT Meade. In April of 1977, the CZFO was redesignated the Pacific Field Office, 470th MI GP, and then was reassigned to the US Army Intelligence Agency (USAINA).

April 1977 not only saw redesignation and reassignment for the unit but also integration with the US Army Security Agency Detachment Southern Command, the Canal Zone Field Office and the US Army Technical Support Activity, Latin American Detachment to form one of the first military intelligence units ever capable to provide multi-discipline intelligence to supported commands.

On Oct. 1, 1977, the 470th was integrated into INSCOM as a result of the Intelligence Organization and Stationing Study (IOSS).

Located on the Pacific side of the Canal Zone, FT Amador is a beautiful man-made peninsula extending out into the Bay of Panama. It was constructed from materials excavated from the Canal during original construction.

INSCOMers stationed at the 470th wear a unit symbol with a depiction of the unit crest superimposed over a map of the Republic of Panama, indicating the group's coverage of the Canal Zone. The unit's motto, "Truth, Loyalty, Security" is highlighted on the crest. Around the outer edge of the circular design are the group designation and the unit's nickname "Los Machoes," significant of the Latino environment where it operates.

Not all time at the 470th is spent in official business. Non-duty activities range from quasi-official support of scouting activities to totally recreational activities of fishing, both deep sea and fresh water; swimming, boating, scuba diving and sightseeing in historic Panama.

Each year, the group fields a wide range of athletic teams in pursuit of the 193d Infantry Brigade Commander's Cup.

Personnel inclined more to the academic can choose from continuing education or undergraduate studies at the Canal Zone Junior College or Florida State University Canal Zone Branch; graduate studies are offered by the University of Oklahoma. Additionally, some unit personnel serve as instructors in the various programs.

Panama offers a kaleidoscope of activities and 470th MI GP personnel are involved in nearly all of them to some degree.



THE

**1<sup>st</sup>**

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Contest

**DETAILS ANNOUNCED NEXT ISSUE!!!**